

4th April 2018

Crawshaw Group Plc
Gender Pay Gap Reporting

This year for the first time UK companies with over 250 members of staff are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation on the required snapshot date. The below are the results of our Gender Pay Gap calculations:

Difference in hourly rate of pay – Mean
23%

Difference in hourly rate of pay – Median
6%

Difference in bonus pay – Mean
0%

Difference in bonus pay – Median
0%

Percentage of Employees who received bonus pay
Males who received bonus pay 0%
Females who received bonus pay 0%

Employees by pay quartile

Upper quartile

Male 82%
Female 18%

Upper middle quartile

Male 52%
Female 48%

Lower middle quartile

Male 20%
Female 80%

Lower quartile

Male 53%
Female 47%

We confirm that our data has been calculated according to the requirements of the regulations.



Alan Richardson
Company Secretary